



Job Description

Job Title:		Phase Leader			
School:		Walkergate Community School			
JE Code:		Evaluation:		Grade:	L1 – 4
Date:	October 2022	Status:	Current		
Responsible to:		Headteacher			
Responsible for:		Teachers			
Job purpose:		To be accountable for the educational progress of learners within a designated learning phase by effectively leading teaching and learning, developing one or more curriculum areas and line managing a team of teaching and support staff.			

Main responsibilities

The following is typical of the duties the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar nature and level may be required from time to time.

General:

1. Carry out the professional duties of a Teacher as set out in the School Teachers' Pay and Conditions Document. Carry out teaching duties in accordance with the school's schemes of work and the National Curriculum.
2. Support the Senior Leadership Team in developing the school's ethos and values; managing the day to day running of school and the implementation of policies and procedures.
3. Support the Designated Safeguarding Lead in taking responsibility for child protection issues, providing advice and support to staff, liaising with the appropriate agencies in order to ensure child protection concerns are dealt with promptly and effectively.
4. Other duties that are commensurate with the post, as determined by the Headteacher or Deputy Headteacher.

Lead Teaching and Learning Responsibilities:

5. Lead learning within a designated learning phase by developing and implementing assessment strategies, data analysis and appropriate intervention programs to ensure that identified standards of learner progress and attainment are met.
6. Lead, develop and enhance the teaching practice of others through monitoring/evaluation and promoting improvement strategies to secure effective teaching and learning for all learners.

7. Lead, manage and develop a group of subjects to provide programs and activities that match learner aspirations and potential and achieve a broad and balanced curriculum that meets the needs of all learners.
8. Lead the implementation and the maintenance of the positive behaviour and relational systems within the phase.
9. Line manage a number of staff including the effective recruitment, appraisal and development of its members in order that the team's objectives are achieved.
10. Facilitate an ethos within the team which encourages staff to work collaboratively, share knowledge and understanding, celebrate achievements and accept responsibility for outcomes.

Generic Teaching Responsibilities:

11. Establish a positive, purposeful and safe learning environment and develop positive relationships to support learners to manage their own behaviour constructively. Establish and maintain a consistent and supportive culture in line with the school's Behaviour Policy by establishing and maintaining a clear and positive framework for discipline and a supportive culture in line with the school's behaviour policy.
12. Contribute to the monitoring and development of a designated area of learning and/or age phase, and pupil attainment and progress across the curriculum, to ensure appropriate opportunities are provided for learner aspirations to be met.
13. Plan effectively in the short, medium- and long-term and prepare effective learning sequences, lessons and work across a series of lessons to ensure coverage of the curriculum and the bespoke needs of learners are met. Plan and prepare homework and other out of class work.
14. Be aware of and apply a range of teaching and learning strategies, including implementing inclusive practices, to ensure that the diverse needs of learners are met. Deliver lessons to groups of learners or classes. Demonstrate the positive values, attitudes and behaviour expected from learners.
15. Assess, record and report on the development and progress of learners and analyse relevant data to promote the highest possible aspirations for learners and target expectations and actions to raise learners' achievements. Provide timely, accurate and constructive feedback on learners' attainment, progress and areas of development.
16. Demonstrate ongoing development and application of teaching practice, expertise and subject, specialism and/or phase knowledge to enrich the learning experience within and beyond the teacher's assigned classes or groups of learners.
17. Communicate effectively and work collaboratively within and beyond the classroom with support staff (including directing their day-to-day work), teachers, other professionals, parents, carers, agencies and communities, to enhance teaching and learning and promote the positive contribution and well-being of learners.
18. Contribute to the development and implementation of priorities, policies and activities in order to enable the achievement of whole school and trust aims.

19. Take responsibility for ensuring an awareness and understanding of local opportunities which support our school communities.

Upper Pay Range Teaching Responsibilities:

20. Make significant contributions to implementing workplace policies and practice and to promote their implementation.
21. Give advice on the development and well being of children and young people, if required.
22. Promote collaboration between colleagues and contribute to their professional development through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.

Trust responsibilities:

23. Work to fulfil the vision and values of the trust.
24. Assist in maintaining a healthy, safe and secure environment and act in accordance with the trust's health and safety policies and the school's/central team's health and safety procedures.
25. Promote and implement the trust's equality and diversity policy in all aspects of employment and service delivery.
26. Promote and safeguard the welfare of children and young people s/he is responsible for, or comes into contact with, in accordance with the trust's safeguarding policy and school's child protection policies and protocols.
27. Assist in ensuring the trust's responsibilities to protect personal data and to share information as a public authority are implemented effectively.
28. Participate in appraisal, training and development and other activities that contribute to performance management.
29. Attend and participate in regular team and 1:1 meetings.